

*What school would we like to have here at ST Phil's by the start of 2014?*

*How will we develop these strategies?*

*Who will be responsible for each of these?*

*What will it cost to implement these strategies?*

Framework Area	Source	Outcome	Strategies	Personnel Responsible	Costing
<b>Catholic Life and Identity</b>	SD	Religious Education Curriculum	New Curriculum, text books, resources, liturgies, class prayer, celebrations, parent meetings, Sacraments, Assessment, Student Retreat, ICT, Parish Interactions	Principal Assistant Principal/ Religious Education Coordinator	\$8,000
	SD	Professional Development	Staff In-servicing, resources, Accreditation, Interaction with Parish Priest, Innovative delivery	Staff	
	EG	Personal Development	Staff Retreat, Prayer opportunities, Sacraments, Student Leadership Strategies, New PD program K-6	Parish Priest	
	AD	Pastoral Care	Pastoral Care Policy, Values, Minnie Vinnies, Social Strategies, Parish Priest Liason, Anti-Bullying program,	Parents	
Framework Area	Source	Outcome	Strategies	Personnel Responsible	Costing
<b><u>Indigenous Education Priorities</u></b>  <b>Readiness for School</b>	SD	Readiness for school (targeted support)	Assessing on-entry readiness - checklist/questionnaire for parents, child based readiness test developed by the school and Kindergarten teacher. Implement at Orientation Day	Principal Assistant Principal/ Religious Education Coordinator	
	EG	A good first year for Indigenous students	Working with families to prepare for the needs of each child by implementing PLPs (Personal Learning Plans).  During the first year, identification of Indigenous students at risk and the implementation of early intervention programs such as Multilit, Reading Mastery and Jolly Phonics.	Staff Parish Priest Parents	

4 Year Plan: 2010-2013

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<u>Indigenous Education Priorities</u>  Attendance	SD CN	Improvement of overall attendance patterns for Aboriginal students.	Structures to support the monitoring of attendance rates of Indigenous students  Intervention when attendance is a concern, this may include working with families, AEWs, community groups etc.	Principal Assistant Principal/ Religious Education Coordinator Staff Parish Priest Parents	

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4 Year Plan: 2010-2013

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Learning and Teaching	SD	National Curriculum	Introduce National Curriculum, Review PDHPE and develop approach to implement new KLAs	Principal Assistant Principal/ Religious Education Coordinator Staff	\$200,000
	EG	Professional Development	Staff Development Opportunities for National Curriculum		
	SD	Cycles of Units	Review Cycles, include preparation time for special events/feasts etc		
	EG	Differentiation	Embed Differentiation in Programming and Teaching		
	SD	NAPLAN	Analyse NAPLAN, Strategies to Improve NAPLAN scores, Specific NAPLAN targets, Whole staff and school approach		
	EG	Planning and programming	Collaborative Programming, Programming Expectations, generic framework for KLA's		
	EG	Assessment	Review Assessment Types and Function of Assessment, Utilise Assessment in planning and programming		
	SD	ICT	Staff ICT Professional Development, KLA ICT PD, Staff specialist for ICT assistance/maintenance of system, updates of software on laptops		
	EG	Supervision	Develop Program of Staff Supervision, revise student supervision in light of new class/play arrangements.		
	SD	Assessment and Reporting	Review Report Format, Upgrade Report		
	EG	Excursions	Review Excursion Objectives, Develop Excursion Cycle		

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	EG	Reinforcement	Review Positive Reinforcement techniques and develop more		
	SD	Special Needs Students	Identify Special Needs Students, Develop Programmes specific to their needs, Develop IEPs,		
	SD	Gifted and Talented Students	Identify Gifted and Talented Students, Develop Programmes specific to their needs, Develop IEPs, Differentiate Curriculum in class to address needs		
	EG	Visiting Performers	Develop Plan of performances in conjunction with KLAS		
	EG	School Performances	Develop Plan of performances in advance.		

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<b>Indigenous Education Priorities</b>  <b>Literacy and Numeracy</b>	SD	Achievement levels of indigenous students	The implementation of programs to assist all indigenous students to reach their potential including those at risk and below benchmark (DIBELS results, class testing), those requiring extension programs and those that seem well assimilated into academic life of the school  Evidence based analysis of indigenous students' performance to aid in informed strategic planning	Principal Assistant Principal/ Religious Education Coordinator Staff Parish Priest Parents	
	EG	Explicit targets for Indigenous students' achievement in the higher bands of NAPLAN			
	AD	Enrichment strategies for talented indigenous students (Gifted and Talented Program)			
		High expectations for indigenous students			

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<p><b><u>Indigenous Education Priorities</u></b></p> <p><b>Engagement and Connections</b></p>	<p>SD EG CN</p>	<p>Cultural awareness and teaching effectiveness of all staff</p> <p>Parent/carer and student engagement.</p>	<p>Building relationships that empower indigenous parents/caregivers to participate in their children's learning.</p> <p>The implementation of professional learning to improve cultural awareness and teaching effectiveness for all staff</p> <p>The implementation of programs to support teachers to imbue indigenous cultural perspectives into teaching programs and pedagogy.</p> <p>Involvement of indigenous families, teachers and AEWs in the development of PLPs for indigenous students from their first year of formal schooling (Kindergarten) to Year Six to support improved educational outcomes.</p>	<p>Principal Assistant Principal/ Religious Education Coordinator Staff Parish Priest Parents</p>	
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<b><u>School Leadership</u></b>  <b>Leadership, Quality teaching and workforce development</b>	SD EG	<p>School leaders who have a strong understanding of their student's cultural and linguistic backgrounds</p> <p>The delivery of professional learning to Principals and teachers to ensure high levels of cultural understanding and competencies to form the best teaching strategies for indigenous students</p>	<p>Professional learning opportunities for all teaching staff focussing on the Quality Teaching Framework</p> <p>An assurance that staff have access to professional learning that aids in workplace competencies and opportunities for up-skilling</p> <p>Provision of workshops to support schools to deliver a contextually strategic indigenous Education Plan</p> <p>The encouragement of professional dialogue between Principals-teachers-schools-AEWs and CEO personnel regarding best practices that will aid in closing the gap</p>	<p>Principal Assistant Principal/ Religious Education Coordinator Staff Parish Priest Parents</p>	
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Management and Administration	SD	Strategic Review and Implementation	Develop this within the school	Principal	\$10,000
	EG	Professional Development	Opportunities, Plan of PD	Assistant Principal/ Religious Education	
	EG	WH&S	Develop Policy	Coordinator	
	EG	Leadership and Skills acquisition	PD in this area for staff	Staff	
	EG	Staff Induction	Review programme of Induction, Develop programme further	School Assistant	
	EG	Budget	Annual Budget, Term Reviews of Budget, Introduce SAS2000		
	EG	Role Descriptions	Review Role Descriptions		
	SD	Policy Reviews	Review Policies, Develop policies as Appropriate		
	SD	KLA Implementation	Review KLA Implementation - PDHPE, Develop KLA		
	SD	Documentation	Statements as Appropriate		
	EG	Communication processes	Review Communication Procedures.		
	EG	Communication	Implement Electronic Communication with Parents and		

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	EG	PE	Community, Install School Website Introduce morning run & new PE Units.		
	SD				

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Resources and Facilities	SD	KLA Review of Resources	Review Resources in line with National Curricula, Upgrade resources, Develop Resource Lists	Principal	\$20,000
	EG	Buildings upgrading	Upgrade buildings – seating in eating area & bus lines	Assistant Principal/ Religious Education	
	SD	New playground resources	Upgrade playground equipment, Playground Seating and Install a Garden & hen house	Coordinator	
	EG	Garden Equipment	Develop Planned Maintenance Schedule	Cleaning Staff	
	EG	Maintenance Schedule		School Assistant	
	EG	SAS 2000	Implement SAS2000, PD on SAS2000		
	EG	Classroom			
	SD	Furniture for rooms	Purchase new computer chairs (all classrooms). New tables and chairs in Kinder.		

					\$40 000
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<b>ITC Plan</b>  <b>Resources &amp; Facilities</b>	SD	Hardware purchase & Review	Replace damaged computers in classrooms and lab	Principal	
	SD		Investigate ipads as a viable learning tool.	Assistant Principal/ Religious Education Coordinator	
	MN		Review special needs hardware.		
	SD		Investigate computer lab use. Investigate current research in best practise.	Principal	
	MN	Software review	Review current software usage. Investigate new/more modern software.	Staff, Principal	
	SD		Review Mathletics & determine future use.	Staff & Principal	
	CN		Investigate special needs requirements.	Support teacher	
<b>ICT Training</b>	SD	Hardware & software training	Investigate & organise ipad & EWB training	Principal & Staff	

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